

CASE STUDY

Building Strategic Leaders for the Future. A Global Capability Program for BHP



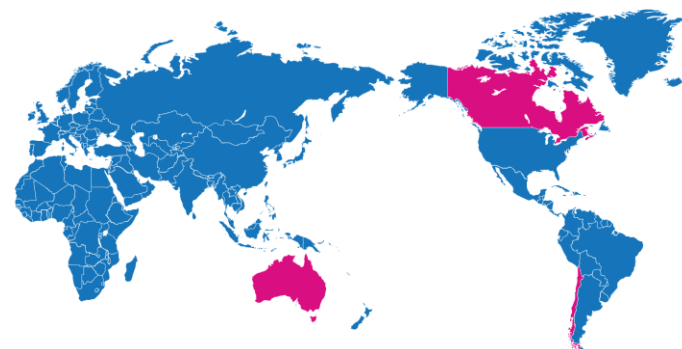
Overview

BHP, one of the world's largest mining companies, produces essential commodities, including iron ore, copper, nickel, potash, and metallurgical coal.

In early 2023, BHP identified an opportunity to reward and develop **top-tier talent** with a career development program, focusing on:

- Connecting business strategy to portfolio outcomes.
- Maximizing the investment lifecycle through effective Portfolio Management.
- Prioritizing risk-based decision-making across business cases, project execution, and commissioning.
- Strengthening leadership capabilities to direct, guide, and influence behaviour.

Millpond was asked to design a bespoke program aimed at 25-50 specially selected Leaders from around Australia, Canada, and Chile.



Approach

The team at Millpond worked with BHP's Senior Leaders and subject matter experts to design a 10-month program, geared towards building **critical capabilities required to meet future demands of BHP's growth portfolio**.

Launched in September 2023, the program includes:

- An initial self and peer assessment of capabilities and development needs
- Instructor-led training courses
- A capstone project, centred around BHP's aspirations
- Presentation to Vice-Presidents
- Group coaching
- Online learning and readings
- One-on-One career coaching
- Social Events
- A post-assessment to measure growth.

The program provided participants with the opportunity to:

- connect with BHP Projects' Senior Leadership.
- challenge the status quo by independently reflecting on how BHP operates today.
- influence the future of project delivery within BHP.
- network with peers, both locally and globally.

Results



Three initiatives produced from the program have been adopted into BHP operations.



“Loved the energy and how the trainers motivated us to participate in each session!”

“Enjoyed the course, the Leadership topics were on point.”



Learning assessment scores of 82% and above across all identified capability areas.

Summary

BHP needed a solution that not only focused on critical capabilities but also delivered tangible outputs to enhance performance across their portfolios.

Millpond partnered with BHP to deliver a tailored, impactful professional development program by blending global best practices, expert trainers, BHP project processes and case studies, and a 3rd party thought leadership platform, all supported by professional coaching through an applied capstone project.

To date, 50+ participants from across Australia, Chile, and Canada have measured growth strategic acumen, Strategic Acumen, Portfolio Management, Project Leadership, and Risk-based Decision Making.

If your organisation is looking to develop future leaders to drive results in complex environments, reach out to Millpond today. Our proven expertise in capability development can help you unlock the full potential of your teams.



“We were thrilled and humbled to have been chosen by BHP to lead this crucial capability program,” says Mike Roberts, Training Practice Lead and Director at Millpond. **“Our people-centric approach, commitment to quality, and experience as industry practitioners are key factors in the success of this program.”**

With renewal into 2025, it shows that while Millpond is a local partner, we are also trusted to deliver exceptional results globally.